

**MICHIANA AREA ELECTRICAL WORKERS
HEALTH AND WELFARE FUND
PROVISIONS FOR THE
SUPPLEMENTAL BENEFIT ACCOUNT (SBA)
January 2005**

How is the benefit funded?

For every hour worked effective with the work month of June 2004, 25¢ of the employer contributions has been placed into the individuals Supplemental Benefit Account (SBA).

Is the money in the SBA mine to do with as I please?

No, this is not a savings account. These are not vested benefits; the Trustees have the legal right to use any or all of your SBA balance for any Plan purposes or obligations.

How is the individual SBA account calculated?

Effective June 1, 2004 .25¢ per hour of employer contributions for hours worked by a participant, within the jurisdiction of the Fund will be deposited into the individuals SBA (i.e. if 2,000 hours are remitted in a year, the individual will receive \$500.00 in his/her SBA).

Who can participate in the SBA?

Active participants working within the jurisdiction of and covered under the terms of the Collective Bargaining Agreement and non-bargaining unit (NBU) participants employed by Local Union 153 or the Joint Apprenticeship and Training Fund.

How is the eligibility for benefits determined?

The participant must be eligible based upon the Plans regular **active** participant eligibility provisions on the date services are rendered.

When can the SBA begin to be used?

Participants may be reimbursed for eligible expenses incurred after January 1, 2005.

What benefits are reimbursable?

Eligible expenses include reimbursement of self-payments and those defined by the Internal Revenue Service (IRS).

Please refer to the attachment which describes both eligible and non-eligible expenses.

How do participants receive reimbursement?

Participants must submit an itemized bill, for dental and visions services. For all other services the participant must submit the appropriate payment voucher or rejection from Blue Cross Blue Shield of Michigan to the Fund Office.

How often can claims be submitted for reimbursement?

Claims will be reimbursed on a quarterly basis however, participants can submit claims as frequently as they want. The Fund Office will hold the claims until the next reimbursement period.

How long will the SBA account balance accrue if it is not used?

The account balance will continue to grow each year if the participant does not use it. If however the participant has an account balance which is less than \$100 and he/she has had no contributions to the account for more than twenty-four (24) months, the account will be closed and the monies will be utilized for any Plan purpose.

For which expenses can I use the money in the SBA?

Payments from the Fund can only be made for reimbursable Health & Welfare expenses. Amounts in the account can be used only for the expenses shown in this brochure

Are there expenses that are not reimbursable?

- Expenses incurred prior to January 1, 2005
- Expenses for which you are eligible to receive reimbursement from another source
- Occupational Injuries
- Non-eligible expenses

For a more complete listing of expenses not covered, please refer to the attachment entitled “Examples of Non-Eligible Health Care Expenses.

How are account balances monitored?

Each month, the account balance will be listed on your monthly contribution advice notice.

Can the participant have additional contributions added to the SBA by the employer?

No, contributions are based upon the actual number of hours worked and remitted by your employer.

What happens when the participant works in an area outside of the jurisdiction of the Fund?

Contributions must be remitted at the current contribution rate plus the SBA contribution.

What happens with the SBA contributions when participants from another jurisdiction work in the Fund?

Contributions will be transferred to the Home Fund based upon the lesser of the contribution rates. For example, if the contribution rate exceeds \$5.25, the entire \$5.25 will be transferred, if the contribution rate is \$5.05, \$5.05 will be transferred.

What happens to the SBA contributions when the participant retires?

The participant may continue to utilize the SBA provided he/she is eligible by way of employer contributions, the hour bank or retiree self-payments.